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MEMORANDUM FOR: Deputy Director for Administration

FROM : F. W. M. Janney  
Director of Personnel

SUBJECT : Report of Voluntary Separations  
GS-12 and Above Staff Employees  
for the Period 1 January through  
31 March 1977. (U)

1. (U) This memorandum is for your information only.

2. (U/AIUO) Following is a summary of the voluntary separations of 16 Staff Employees, GS-12 and above for the period 1 January 1977 through 31 March 1977. Exit interview reports are attached as is a statistical comparison from FY 74 to present.

DIRECTORATE	SPS	GS-18	GS-17	GS-16	GS-15	GS-14	GS-13	GS-12	TOTAL
DCI Area	---	---	---	---	---	1	1	---	2
DDA Area	---	---	---	---	---	---	1	1	2
DDI Area	---	---	---	---	---	1	1	2	4
DDO Area	---	---	---	---	---	1	1	4	6
DDS&T Area	---	---	---	---	1	---	1	---	2
TOTALS	0	0	0	0	1	3	5	7	16

(U/AIUO) Of the 16, 12 were male (1 black) and 4 were female. Their Agency service ranged from 3 months to 16 years (average: 8 years) and ages from 30 to 49 (average: 38).

3. (U/AIUO) The number of transfers to other government agencies during the quarter (3 of 16 representing 19%) is substantially lower than the five-year average of 26%, as shown in a previous study done for the period 1970-1974 and slightly lower than the last quarter (22%).

(U/AIUO) Of this group, only 2 (12%) cited "immediate duties and responsibilities" as the primary reason for resigning while 5 (16%) cited "career change." In comparison with 27% who indicated "career change" in the 1970-1974 study the 16% for this quarter is substantially lower. The average attributable to "immediate duties and responsibilities" in the 1970-1974 study was 12%, the same as reported for this quarter.

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4. (U/AIUO) In reviewing the individual reports it is interesting to note that 5 of the 16 resignees (31%) mentioned that they plan to relocate to the Southwest or West Coast where they originally came from. It would appear from this that employees are becoming more dissatisfied with the life style that they encounter in the Metropolitan Washington Area. Other negative factors mentioned by resignees were: a certain amount of frustration with the bureaucratic decision-making process in the Agency; the strain of commuting time to the office; the exorbitant cost of housing in the Washington area; job dissatisfaction due to underutilization of skills; and dissatisfaction with the DDO Management Policy. Three employees expressed positive attitudes toward the Agency stating that they found their assignments stimulating and substantive; enjoyed their Agency career and felt that it was a good experience; and found the level of involvement very rewarding and the work extremely interesting.

5. (U/AIUO) The number of voluntary resignations in this quarter (16) represents only a slight increase over the number of resignees for this period in FY 76 and a slight decrease when compared with the same period in FY 75. We probably can continue to attribute the relatively low number of resignations during this period to the tight labor market and the state of the economy in general. In addition, the availability of early retirement and a cost of living increase during the quarter also may have contributed to the low number of resignations during the reporting period.

6. (U/AIUO) Following is a statistical breakdown of voluntary resignations of staff employees GS-12 and above.

	<u>FY73</u> <u>12</u>	<u>FY74</u> <u>10</u>	<u>FY75</u> <u>18</u>	<u>FY76</u> <u>14</u>	<u>FY77</u> <u>16</u>
Jan-Feb-Mar					
Annual	56	71	69	67 (15 mos) -- 49 (12 mos)	

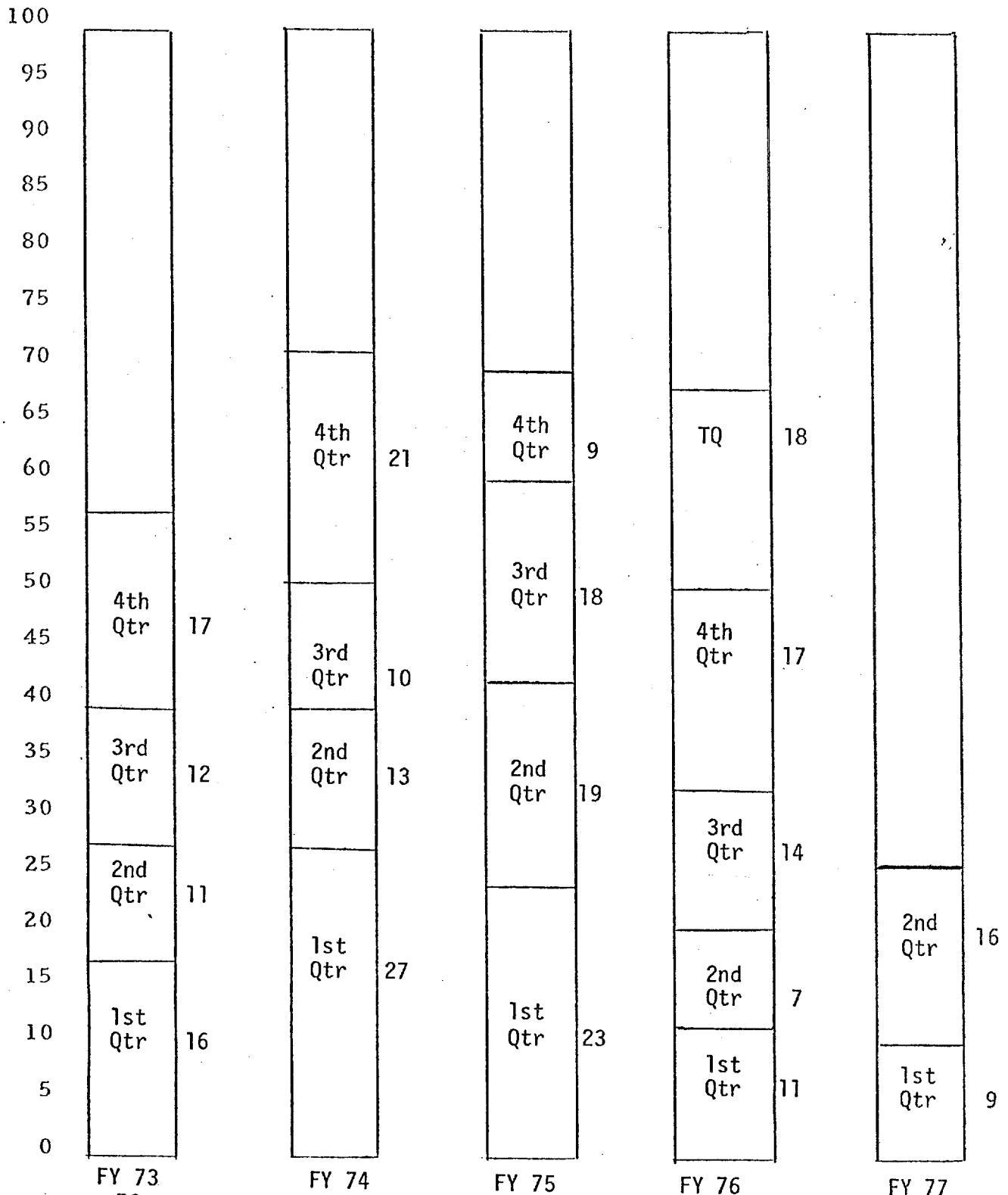
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F. W. M. Janney

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Attachments

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VOLUNTARY SEPARATIONS  
STAFF EMPLOYEES  
GS-12 AND ABOVE



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